

Engagement Report

Q3 2025

EOS at Federated Hermes

Pension Protection Fund

Engagement by region

We engaged with 290 companies held in the Pension Protection Fund portfolio on a range of 834 environmental, social and governance issues and objectives

Global

We engaged with 290 companies



Environmental 50.6%

Governance 15.2%

Social 22.9%

Strategy, Risk & Comm 11.3%

Australia & New Zealand

We engaged with 12 companies



Environmental 60.7%

Governance 14.3%

Social 21.4%

Strategy, Risk & Comm 3.6%

Europe

We engaged with 75 companies



Environmental 57.0%

Governance 9.4%

Social 20.5%

Strategy, Risk & Comm 13.1%

Developed Asia

We engaged with 24 companies



Environmental 35.2%

Governance 35.2%

Social 19.7%

Strategy, Risk & Comm 9.9%

North America

We engaged with 115 companies



Environmental 46.1%

Governance 14.6%

Social 27.6%

Strategy, Risk & Comm 11.8%

Emerging & Developing Markets

We engaged with 43 companies



Environmental 53.8%

Governance 21.5%

Social 17.2%

Strategy, Risk & Comm 7.5%

United Kingdom

We engaged with 21 companies



Environmental 56.0%

Governance 10.7%

Social 21.3%

Strategy, Risk & Comm 12.0%

Engagement Report Pension Protection Fund

Engagement by Meta theme

We engaged with 290 companies held in the Pension Protection Fund portfolio on a range of 834 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 50.6% of our engagements



- Circular Economy & Zero Pollution 15.6%
- Climate Change 63.7%
- Natural Resource Stewardship 20.6%

Social

Social topics featured in 22.9% of our engagements



- Human & Labour Rights 57.1%
- Human Capital 34.6%
- Wider Societal Impacts 8.4%

Governance

Governance topics featured in 15.2% of our engagements



- Board Effectiveness 54.3%
- Executive Remuneration 33.9%
- Investor Protection & Rights 11.8%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 11.3% of our engagements



- Corporate Reporting 34.0%
- Purpose, Strategy & Policies 44.7%
- Risk Management 21.3%